

Xander Hartmann

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PROFESSIONAL SUMMARY

Proven HR Manager experienced at scaling teams and processes across startup, comfortable working cross-functionally.

WORK EXPERIENCE

HR Business Partner — Hegmann Inc (2022 - 2024)

- Rolled out benefits and L&D programs that increased retention in key teams by 25%.
- Managed complex employee relations issues and maintained compliance with local employment law.

HR Business Partner — Homenick Inc (2023 - 2025)

- Implemented a performance review program which improved engagement scores by 18 points.
- Managed complex employee relations issues and maintained compliance with local employment law.

HR Manager — Toy and Sons (2024 - 2025)

- Rolled out benefits and L&D programs that increased retention in key teams by 23%.
- Managed complex employee relations issues and maintained compliance with local employment law.
- Led recruitment for 181 roles across EMEA/US, reducing time-to-hire by 26%.
- Implemented a performance review program which improved engagement scores by 6 points.

HR Manager — Raynor, Goldner and King (2018 - 2019)

- Implemented a performance review program which improved engagement scores by 20 points.
- Led recruitment for 189 roles across EMEA/US, reducing time-to-hire by 17%.

HR Manager — Douglas, Stroman and Feest (2022 - Present)

- Managed complex employee relations issues and maintained compliance with local employment law.
- Rolled out benefits and L&D programs that increased retention in key teams by 6%.

CORE SKILLS

Talent

Recruitment

Operations

Benefits Administration • HRIS (Workday/BambooHR)

People Practices

L&D • Succession Planning

Compliance

Employment Law • Workplace Investigations • Diversity & Inclusion • GDPR

ACADEMIC BACKGROUND

B.A. Business Administration, Weimann, Harvey and Rogahn College (2025)

CERTIFICATIONS

- CIPD Level 5/7
- SHRM-CP